Public Health
MADISON & DANE COUNTY

Healthy people and places

IMPLEMENTING AN EFFECTIVE EMPLOYEE HEALTH POLICY

Foodborne illness prevention begins with properly trained staff not working when ill with vomiting and diarrhea or if they have been diagnosed with certain communicable diseases.

The Wisconsin Food Code requires the Person in Charge of a food establishment to:

1. Recognize diseases that are transmitted by foods and common symptoms of foodborne illness.
2. Inform employees of reporting requirements.
3. Restrict or exclude affected food workers.
4. Notify Health Inspectors when an employee is diagnosed with a foodborne illness, such as:
   - Salmonella
   - Shigella
   - E. coli
   - Hepatitis A virus or
   - Any other pathogen that can be transmitted through food such as: Campylobacter, Norovirus, or Listeria monocytogenes.

Common symptoms of foodborne illness

- Diarrhea
- Vomiting
- Fever
- Jaundice
- Sore throat with fever

Inform Food Employees of Reporting Requirements

- Employers must inform employees of the employees' legal responsibility to report present or past foodborne illnesses and when they are experiencing common foodborne illness symptoms.
  - Food employees are then responsible for informing their employers of these health conditions.
  - Managers should monitor the health of current employees and new employees.

Restrict or Exclude Infected Workers

The person in charge must prevent food contamination by employees with certain medical conditions through:

Restriction - preventing an employee from working with exposed food, clean equipment, utensils and linens, and unwrapped single service items.

Exclusion - the employee is not allowed in any part of the food establishment.

Review your policy periodically with staff and train all new staff on your policy. If you need assistance in developing an employee illness policy contact your district sanitarian at 243-0330 or download Safe Food Crew Module 2 Employee Illness at www.safefoodcrew.org.

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